



Comparison and analysis of existing training offers on gender equality

Summary Report

Research conducted in the framework of the project GET UP,
carried out by Diesis Coop,
with the collaboration of
AIDP, ALDA, FORMA.Azione,
LETU,MUT, UIL, WETCO



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GENDER EQUALITY TRAINING TO OVERCOME UNFAIR
DISCRIMINATION PRACTICES IN EDUCATION AND LABOUR MARKET



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INTRODUCTION

This report summary has been produced by Diesis coop within the framework of the project GET UP.

PURPOSE

The main purpose of the summary is to research, compare and analysis of the contents of existing training offers on gender balance issues implemented by the partners and/or their members addressed to the different professional figures involved in the project and on legislation and policies at international and European level.

The research is divided into two main parts. The first one is dedicated to the legislative framework, policies and guidelines focusing on gender equality.

The second part contains the description of courses carried on in the partners' countries and relate to the promotion of gender equality competences.

The aim of the first part is a brief overview of the policy. The purpose is not an extensive analysis but to have a framework of reference to better understand the more or less offers of training in the countries and at the EU level.

This is relevant in order to understand how single states have introduced in their legislation of European and international legislations and recommendations.

STRUCTURE

The summary report is made of two main chapters: the first has the main purpose to provide an overview of the main frameworks, policies and guidelines referred to gender equality in the international and European contexts. The second part is based on a collection of existing training practices to be compared in order to underline the education gaps in the partnership countries.

Following this framework, the summary presents the contribution given by the partners and focusing on outlining the main legislation and trainings within partners' countries. In this respect, the country investigated are: Bulgaria, France, Italy, Lithuania, Malta, Poland and Spain.

In the appendix it is possible to consult a scheme reporting the main elements for each trainings individuated. A list of online sources can be consulted at the end of the summary.

METHODOLOGY

The work has been carried out by Diesis Coop with the participation of the partners throughout a two-month period. In order to explore the legislative part as well as the existing training courses, Diesis has prepared two template (in annex) asking for framework policies and guidelines related to gender equality.

The templates have been shared with the partners which started the analysis in their own country.

The division of work in this sense has been functional, since it was a crucial contribution since the development of legislation to be understood, had to be linked with the historical context of references and some legislation exist only in national language. Important was the work of EIGE as a starting point.



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SUMMARY

The legislative session starts with a focus on the international and **European level**. In particular it takes into consideration the process initiated by the UN with the Commission on the Status of Women created in 1947, and the main steps followed since then which contributed to foster the idea of gender equality and introduced also a first importance on the role of training for women and those working in the public sector (Beijing platform) but without going deeper in the form of the trainings.

The second focus is on the Council of Europe which, since 80s has produced several norms and concepts, contributes to shape a new approach to gender equality in Europe. The work presents a brief overview of the CoE's bodies related to these and introduce the current strategy "gender equality strategy 2014-2017", through which it emerges and attention to trainings and communication focusing mainly on developing competences on the prevention of all forms of violence against women.

Finally the most extensive part is referred to the EU work, by remembering the first steps done according to it has two-pronged approach to gender equality which combines specific measures with gender mainstreaming.

The EU's interest on gender equality mainly refers:

Considering the main documents defining the current European gender equality approach with a particular reference to The Strategic Engagement for Gender Equality 2016-2019 and European Pact for Gender Equality.

A second tool to support gender equality is through the structural and investments funds which are a good financial lever to support gender equality.

Gender equality in Bulgaria is referred to in several documents. But it is possible to notice that the most concrete steps have been taken during the last few years, probably enhanced by the process of integration within the EU.

The main achievements have been the creation of a department of Ministry of Labour and social policy called Secretariat of the National Council on Equality between Women and Men to the Council of Ministers.

Bulgaria has recently enhanced its commitment in supporting the European strategy for gender equality for the period after 2015, which includes nationally concrete measures to overcome and reduce gender inequalities. The Bulgarian response was the 2016 the Parliament adopted a long-awaited Law on Equality of Women and Men.

In **France** the interest into gender equality in professional field has a long tradition dating back to 1972. The summary proposes an overview of legislation and bodies which are well-developed both at national and regional level.

Compared to the other countries, France has also developed a specific interest on gender equality trainings, several national authorities and organisations are currently carrying gender equality training and competences development.

Like France, **Italy** has developed legislation on gender equality starting from its Constitution which recognizes establishes the principle of equality and the right to education and training.



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The table presented by the partners focused mainly on giving an overview of legislation concerning trainings and competences development stressing then the accent on the law n. 62/2000 on school equality and the right to education: the law n. 119/2013 for an Action Plan outstanding against sexual and gender violence, also intended to promote adequate training of school teacher against violence and gender discrimination and to promote in schools awareness, information and training of students, to prevent violence against women and gender discrimination, including adequate appreciation of the issue in textbooks; the law n. 107/2015, so called “La Buona Scuola”, according to which the training offer three years plan have to ensure the implementation of principles of equal opportunities promotion in education of school equality, prevention of gender violence and all forms of discrimination, and to inform and to raise awareness among students, teachers and parents on issues of the law n. 119/2013 mainly focusing on gender equality.

The research include also a special focus on **Umbria Region** where a recent legislation has been published. REGIONAL LAW - Norms for gender policies and for new culture of relations between women and men highlights the importance of gender equality and to introduce norms and policies on this issue.

In **Lithuania** the interest on gender equality has been enhanced since the end of 90s with the adoption by the parliament of Republic of Lithuania Law on Equal Opportunities for Women and Men and the appointment of the first Equal Opportunities Ombudsperson.

In this respect, Lithuania was one of the first countries in central and Eastern Europe to adopt a legislation of this kind. The law is to ensure the implementation of constitutional rights for women and men. The law also bans any form of discrimination with regard to gender. The law establishes general principles for ensuring equal rights between women and men and the areas of application, one of which is science and education. In particular, guarantees are granted by the application of National Women and Men Equal Opportunity Programmes implemented in Lithuania on a regular basis; the last one was approved for 2015 – 2021 although some social partners and non-governmental organizations have criticized the programme’s aims for not being ambitious enough.

It has been noticed a gap between advanced legislation and reality where Despite the adopted laws and strategic documents, many economic and social indicators show that the real situation of women and men in Lithuania is very different. Inequality may deepen having in mind the developing processes of economic globalisation which is more favourable to the more flexible and mobile labour force. This makes the situation for women quite complicated, as they are often forced to choose between family and work. Therefore, the situation of women on the labour market is more complicated, the employment is lower, and the level of poverty – higher, education of women and their qualifications are often used inefficiently on the market.

The **Maltese** legislation on gender equality includes several provisions in the Maltese law that address multiple dimensions of gender, in terms of (i) equality between men and women; (ii) fundamental right to gender identity, gender expression and sexual characteristics; (iii) the prohibition of discrimination on the basis of gender and sexual orientation among other criteria of difference.

The more specific law is Equality for Men and Women Act (Chapter 456). Article 8 is of particular interest for this study, since it obliges educational and vocational training institutions to ensure that in their programmes, there



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is no form of discrimination in terms of access to courses, award for educational support, in the selection and implementation of curricula and in the assessment of skills or knowledge.

Gender equality policy can be considered as a new phenomenon in **Poland**. Gender policy was seen as related to the communist regime and therefore, after 1989, it has been put aside to favour a traditional vision of women as mothers and wives and a consequent marginalisation of women in the public sphere as well as the rise of anti-feminist discourses and problems with achieving women's emancipation.

Poland has ratified most of the international law acts. As structure starting from 2008, the new Plenipotentiary for Equal Treatment is the main actor responsible for Act on implementation of several EU regulations on equal treatment in 2010 in line with the EU gender equality strategy National Action Plan for Equal Treatment.

The NAP contains the medium-term goals and instruments of the government's policy for equal treatment.

Gender training in Poland is not centrally coordinated. The main institutions involved in this area are the Ministry of Labour and Social Policy, the Office of Government's Plenipotentiary for Equal Treatment, and the Ministry of Regional Development. Training programmes for public administrations are usually carried out by external trainers.

Spain has made progress in gender policies, moving from a latecomer in gender equality policies, to being one of the European pioneers in the promotion of gender equality.

Between 2004 and 2010, Gender equality became a priority on the governmental agenda, in this respect the years 2009-2016 showed a general deterioration of Spanish gender equality law and social policies and the lack of incorporation of gender mainstreaming into policymaking. In particular, austerity politics mainly due to the crisis had a negative impact on gender equality policies and institutions, promoting budget cuts and institutional restructuring.

The Organic Law of Effective Equality responds to a very definite political impulse: to make effective the equality of women and men that the Spanish Constitution proclaims. Despite their technical imperfections and weaknesses, there is no denying that there has been a qualitative leap of great importance for the effective equality of women and men.

Policy plans have been the main policy instrument for implementing gender equality policies in Spain. Plans are soft instruments for mainstreaming gender into different policy sectors. In Spain there are structures both at the international and regional level to mainstream gender.

Gender units covering the whole territorial administration have been created for some communities, while seven communities have opted to create a gender unit for each of the territorial ministries. The former have the responsibility to develop guidelines and materials, deliver gender training and advise on how to implement gender mainstreaming; the latter conduct similar tasks to the national level units such as collecting sex-disaggregated statistics, drafting gender impact assessments, promoting gender training, etc.



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LEGISLATION, FRAMEWORKS, GUIDELINES

INTERNATIONAL AND EUROPEAN LEVEL

The UN level

At the UN level, in 1947 the Commission on the Status of Women was established to enhance equality between women and men. The Commission is still in place and organizes a two-week meeting every year in New York.

Since then, among the steps made at the UN level in order to pursue gender equality, for our purposes it is relevant to remind:

The Universal Declaration on Human Rights, which, adopted in 1948, quotes as follows: “Everyone is entitled to all the rights and freedoms set forth in this Declaration, without distinction of any kind, such as race, colour, sex, language, religion, political or other opinion, national or social origin, property, birth or other status.” (Article 2).

The Declaration on the Elimination of Discrimination against Women, adopted by the UN in 1967. The risen of the women’s movement in the Western world after decades could not be ignored by the UN. In 1974 the UN organized a special women’s conference to be held in Mexico in 1975. In addition, the whole year was declared “the women’s year” with the purpose to draw the attention of politicians, media, social partners and people all over the world to discrimination against women. The main aim of the conference was to define the most important issues for improving the situation of women and to discuss about a strategy for the future. Following, 1975-1985 was declared the Women’s Decade and UN women’s conferences were held in Copenhagen (1980) and Nairobi (1985).

In 1979 the UN adopted The Convention on the Elimination of All Forms of Discrimination against Women (CEDAW)¹ which is a very important instrument in advancing and securing equal opportunities for women.

In 1993 the UN adopted The Declaration on the Elimination of Violence against Women, through which it was recognized that violence against women is dangerous and widespread.

Beijing platform (1995)

The Platform for Action is an agenda for women’s empowerment. It aims at accelerating the implementation of the Nairobi Forward-looking Strategies for the Advancement of Women and aims to remove the obstacles to women’s active participation in all spheres of public and private life through a full and equal share in economic, social. Cultural and political decision-making. Equality between women and men is considered as a matter of human rights and a condition for social justice

¹ <http://www.un.org/womenwatch/daw/cedaw/text/econvention.htm>



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and is also a necessary and fundamental prerequisite for equality. Development and peace. The Platform for Action recommends different kinds of training and capacity building for women and those working in the public sector in most of the 12 areas of concern, but without explicit discussions on the role of training, or the forms and tools to be used.

Beijing+5

Which allowed for the introduction of new concepts regarding the progress made since 1995, such as awareness raising, gender awareness/sensitive training aimed at changing institutional culture in agencies and departments and gender mainstreaming which was a fairly new concept.

Report on training for gender equality

Report published by the UN Women Training Centre.

In 2015, twenty years after the Beijing conference the UN report highlights remaining challenges and complaints over lack of training of staff in national gender equality bodies due to low investments in the field of gender equality. The challenges are more or less the same as in 1995 (along with some new ones) although progress has been made in fields like education of women and participation of women in decision making.

Sustainable development goal: number 5

Achieve gender equality and empower all women and girls

Council of Europe

The realisation of the equality between women and men has been high on the agenda of the work of the Council of Europe for decades. In this respect, the CoE has developed a comprehensive legal and policy framework.

Since 1980, the Council of Europe has played a major role in the development of norms and concepts such as parity democracy, gender budgeting and gender mainstreaming, that have been providing a new approach to gender equality, shaping its development in Europe.

In addition, a number of recommendations adopted by the Committee of Ministers of the Council of Europe address gender equality issues in a broad range of areas such as violence against women, balanced participation in political and public decision-making, gender mainstreaming in the media, education, health and sport.

The gender equality framework for the CoE has been mainly defined by:

Council of Europe Transversal Programme on Gender Equality (2012)

It aims to increase the impact and visibility of gender equality standards and to support their implementation in member states. The Programme builds on the political and financial support of the member states, as well as and on the contribution of all Council of Europe decision-making, advisory and monitoring bodies.

Gender Equality Strategy (2014-2017)²

² <https://rm.coe.int/CoERMPublicCommonSearchServices/DisplayDCTMContent?documentId=0900001680590174>



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The overall goal of the Strategy is to achieve the advancement and empowering of women and to favour the effective realization of gender equality in Council of Europe member states by supporting the implementation of existing standards. Five strategic objectives have been identified and focus on issue of multiple discrimination as well as on specific rights and needs of women and men throughout the life cycle. Among the actions, it proposes to focus on “Promoting Gender Equality Awareness, in particular through the development of training and communication initiatives targeting a broad range of professionals (including civil servants), with special attention to the prevention of all forms of violence against women”

Council of Europe bodies

Gender Equality Commission (Work Plan for 2016-2017)³

National focal points: Their role is to promote international standards at national level with a view to bridging the gap between legal and real equality in our member states.

Gender equality rapporteurs: are appointed among the members of the steering committees and other intergovernmental structures of the Council of Europe to promote gender mainstreaming in all policies and measures.

Gender equality unit

Equality between women and men is one of the EU's founding values. It goes back to 1957 when the principle of equal pay for equal work became part of the Treaty of Rome, (Nevertheless, the issue has found particularly space with the Treaty of Niece and Lisbon).

European interest towards the issue has consisted of 15 directives between 1975 and 2010.

The European Union

Equality between women and men is one of the European Union's founding values. It goes back to 1957 when the principle of equal pay for equal work became part of the Treaty of Rome (in particular with the Treaty of Lisbon and Niece).

As pointed out by EIGE, since the mid-1990s the European Commission has adopted a two-pronged approach to gender equality, combining specific measures with gender mainstreaming. A number of subsequent policy documents reinforced the position of gender mainstreaming on the European Union policy agenda.

Between 1975 and 2010, the EEC adopted 15 directives in this field which, being legally binding for Member States, have been incorporated into their national legislation (main topics of the directives: Ensures the equal treatment of men and women at work; Prohibits discrimination in social security schemes; Sets out minimum requirements on parental leave; Provides protection to pregnant workers and recent mothers.)

Documents defining the EU's approach towards gender equality are:

³ <https://rm.coe.int/CoERMPublicCommonSearchServices/DisplayDCTMContent?documentId=090000168064ec71>



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Women's Charter in 2010⁴

It is a political declaration committed to strengthening gender equality in all its policies. The Charter was followed by an action plan – a strategy for equality between women and men. The Commission's strategy prioritised five key areas (political declaration).

Strategy for equality between women and men⁵ 2010-2015

It is the European Commission's work programme on gender equality build on the experience of the Roadmap for Equality between Women and Men of 2006. It represents the European Commission's work programme on gender equality for the period 2010- 2015. The strategy defines a comprehensive framework committing the Commission to promote gender equality into all its policies for the following thematic priorities: equal economic independence; equal pay for equal work or work of equal value; equality in decision-making; dignity, integrity and ending gender-based violence; gender equality in external actions; horizontal issues (gender roles, legislation and governance).

The actions proposed follow the dual approach of gender mainstreaming (meaning the integration of the gender dimension in all policy areas) and specific measures.

The Strategic Engagement for Gender Equality 2016-2019⁶ (framework for the work of the Commission)

1. Increasing female labour market participation and equal economic independence 2. Reducing the gender pay, earnings and pension gaps and thus fighting poverty among women 3. Promoting equality between women and men in decision-making 4. Combating gender-based violence and protecting and supporting victims 5. Promoting gender equality and women's rights across the world.

European Pact for Gender Equality (2011-2020)⁷

The new Pact reaffirms the EU's commitments to closing gender gaps in employment, education and social protection, promoting better work-life balance for women and men and combatting all forms of violence against women. It urges action by the member states and the Union, by taking measures to: eliminate gender stereotypes, ensure equal pay for equal work and promote the equal participation of women in decision-making; improve the supply of affordable and high-quality childcare services and promote flexible working arrangements; strengthen the prevention of violence against women and the protection of victims, and focus on the role of men and boys in order to eradicate violence. It also reaffirms the importance of integrating the gender perspective into all policies including external actions of the EU

Council's conclusions on the Effectiveness of Institutional Mechanisms for the Advancement of Women and Gender Equality (2013)⁸

Through this document the Council has recognized the need to develop and strengthen the gender

⁴ <http://eur-lex.europa.eu/legal-content/EN/TXT/?uri=URISERV:em0033>

⁵ (file:///C:/Users/stagiaire/Downloads/EN_document_travail_actions.pdf)

⁶ https://ec.europa.eu/anti-trafficking/sites/antitrafficking/files/strategic_engagement_for_gender_equality_en.pdf

⁷ [http://eur-lex.europa.eu/legal-content/EN/TXT/PDF/?uri=CELEX:52011XG0525\(01\)&from=EN](http://eur-lex.europa.eu/legal-content/EN/TXT/PDF/?uri=CELEX:52011XG0525(01)&from=EN)

⁸ http://www.consilium.europa.eu/uedocs/cms_data/docs/pressdata/en/lsa/139978.pdf



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equality expertise of civil servants. It called on Member States to: 'strengthen expertise in gender equality and gender mainstreaming among public officials across different sectors, including through the provision of gender equality training on a regular basis, taking into account the needs of participants'.

Strengthen the effectiveness of governmental gender equality bodies by placing them at the highest possible level in the government, falling under the responsibility of a Cabinet minister, and providing them with clearly defined mandates and powers, including the competence to analyse, assess and contribute to policies in different areas, to formulate and review legislation, to develop and to implement gender equality policies, and by providing them with adequate personnel resources for fulfilling this mandate.

European funds

The European Structural and Investment Funds (ESIFs), in particular the European Social Fund and the European Regional Development Fund, are key financial levers for promoting gender equality.

European Social Fund⁹

Structural Fund set up to tackle differences in prosperity and living standards across EU Member States and regions and is in particular devoted to promoting employment. Since 1993, equality between men and women has become one of the priorities of the Fund, which has contributed in particular to improve the labour market.

In practice, gender equality through gender mainstreaming requires all actors involved in ESF policy-making to integrate gender equality concerns into all aspects of their work.

This means that decision makers, public officials and practitioners must learn and have to be aware of, the mechanisms that produce and reproduce inequalities in their particular field, and that they must possess the competencies and skills (or employ external expertise) to modify policies and interventions accordingly.

Progress Programme (2007-2013) was set up to help implement the employment, social affairs and equal opportunities objectives of the EU's Social Agenda. The programme has five sections: employment; social inclusion and protection; working conditions; non-discrimination; gender equality.

European bodies on gender equality

European Parliament's Committee on Women's Rights and Gender Equality (FEMM)

Plays a crucial role in advancing gender equality by legislating and monitoring equality between men and women, mainstreaming gender in the parliamentary work, providing resources for the Gender Mainstreaming Network of Members of the European Parliament's Committees and following the implementation of international agreements involving the rights of women.

European Institute for Gender Equality (EIGE)

⁹ <http://ec.europa.eu/esf/main.jsp?catId=67&langId=en&newsId=8420>



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Officially opened in Vilnius in June 2010. Its main task is to support the EU institutions and Member States in their efforts to promote gender equality.

High-Level Group on Gender Mainstreaming

is an informal group created in 2001, which comprises high-level representatives responsible for gender mainstreaming at the national level.

The HLG plays a key role in the EU gender equality agenda, through the formulation, programming and implementation of the EU Gender Equality Pact and the Trio of Presidencies' Programme.

Advisory Committee on Equal Opportunities for Women and Men

assists the Commission in formulating and implementing the European Union activities aimed at promoting equality between women and men.

The Committee fosters ongoing exchanges of experiences, policies and practices between EU countries and the various parties involved.

To achieve these aims the Committee delivers opinions to the Commission on issues of relevance to the promotion of gender equality in the EU. It comprises representatives of EU countries, social partners at EU level and NGOs.

Guidelines

Gender mainstreaming Toolkit ¹⁰ (prepared by EIGE)

Designed to stimulate investment in the gender equality skills of policymakers and public administration employees and to facilitate the process of designing effective gender equality training. The guidelines provide a set of standards to commission effective gender equality training.

¹⁰ <http://eige.europa.eu/sites/default/files/genderequalitytrainingtoolkit.pdf>



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BULGARIA

Bulgaria pursues a consistent policy on equality between women and men, which is consistent with national specifics and commitments under international contracts and as a member of the European Union. Many steps have been taken in Bulgaria over the years to incorporate into national legislation the appropriate international legal instruments to achieve equality between men and women. Bulgaria declared its support for a European strategy for gender equality for the period after 2015, which includes nationally concrete measures to overcome and reduce gender inequalities, which have to be implemented over next years.

In 2016 the Parliament adopted a long-awaited Law on Equality of Women and Men, regulating new guarantees. For example, in secondary and higher education equality and equal access to education is guaranteed by the Constitution of the Republic of Bulgaria.¹¹

The policy on equality between women and men is horizontal and combines the activities of the executive authority at all levels. This policy is conducted by the combined application of an integrated approach and temporary incentives, which require effective national institutional mechanisms. Ministry of Labour and Social Policy organizes and coordinates national implementation of the state policy of the Republic of Bulgaria in the field of equality between women and men, in collaboration with many institutions and organizations. From 2004 there is a specialized department in the Ministry of Labour and Social Policy - "Equal opportunities, anti-discrimination and social benefits". The department is the Secretariat of the National Council on Equality between Women and Men to the Council of Ministers. In the same year was established a national coordinating body at the highest level of the executive authority - National Council on Equality between Women and Men of the Council of Ministers. In all institutions and organizations are identified and trained experts responsible for coordinating policy on equality between women and men in the concrete sector and they communicate with the Secretariat of the National Council.

Basic documents (some of them are only in Bulgarian language):

Constitution of the Republic of Bulgaria¹²

Law of equality of women and men¹³

Family Code¹⁴

Criminal Code¹⁵

Ombudsman's Act¹⁶

Protection Against Domestic Violence Act¹⁷

¹¹ <http://www.government.bg/cgi-bin/e-cms/vis/vis.pl?p=0159&n=000007>.

¹² <http://www.government.bg/cgi-bin/e-cms/vis/vis.pl?p=0159&n=000007>

¹³ <http://lex.bg/bg/laws/ldoc/2136803101>

¹⁴ https://www.mlsp.government.bg/ckfinder/userfiles/files/admob/sg/Family_Code.pdf

¹⁵ https://www.mlsp.government.bg/ckfinder/userfiles/files/admob/sg/Criminal_Code.pdf

¹⁶ https://www.mlsp.government.bg/ckfinder/userfiles/files/admob/sg/Ombudsman_Act.pdf

¹⁷ https://www.mlsp.government.bg/ckfinder/userfiles/files/admob/sg/Protection_Against_Domestic_Violence_Act_Title_amended_SG_No_1022009_effective_22122009.pdf



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Combating Trafficking in Human Beings Act¹⁸

National strategy for promoting equality between women and men, 2009-2015 - the main strategic document of the ongoing common policy between equality between women and men. The strategy is implemented through National action plans to promote equality between women and men.

Annual Report on Equality between Women and Men

Action Plan to implement the final recommendations to Bulgaria, made by the UN Committee for elimination of discrimination against women.

¹⁸https://www.mlsp.government.bg/ckfinder/userfiles/files/admob/Combating_Trafficking_in_Human_Beings_Act.pdf



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FRANCE

France has a long-standing tradition of legislating in favour of gender equality in the domain of employment and professional life with the first legislation dating from 1972. The documents and bodies that are taking currently actions at the national and regional level are as described below.

National level

Structures

The main structures active at the national level are:

The Service for Women's Rights and Equality between Women and Men (Service des Droits des Femmes et de l'Égalité, SDFE): was created in 1984 and has been a stable component of French administration ever since. It is the government body in charge of gender equality and gender mainstreaming, placed under the responsibility of the General Directorate for Social Cohesion, within the Ministry of Social Affairs, Health and Women's Rights.

High Council for Equality between Women and Men (Haut Conseil à l'égalité entre les femmes et les hommes, HCEfh)¹⁹

In 2013, the Observatory of Parity between men and women (L'Observatoire de la parité entre les femmes et les hommes, OPFH)²⁰ was transformed into a new institution- the HCEfh that has a mandate to review and evaluate all bills that might affect gender equality, to provide impact studies, and to make recommendations to the legislature.

Interministerial Committee for Women's Rights and Gender Equality (Comité Interministériel des Droits des Femmes à l'égalité)²¹

Reestablished in May, 2012, The Ministry of Women's Rights was firstly created in 1981 and later downgraded to a State Secretary (1993) with different labels and mandates over time. In its current shape, it comprises all ministers and aims to adopt measures relevant to the promotion of women's rights in all policy areas. Today, the Committee is integrated in the Ministry of Family, Children and Women's Rights.

Laws and policies

The main laws and policies at the national level are:

Law n° 2014-873, August 4, 2014 on real gender equality. (LOI n° 2014-873 du 4 août 2014 pour l'égalité réelle entre les femmes et les hommes).²²

This law promotes an "integrated and transversal approach to gender equality".

¹⁹<http://www.haut-conseil-egalite.gouv.fr/>

²⁰[http://www.europarl.europa.eu/RegData/etudes/IDAN/2015/510024/IPOL_IDA\(2015\)510024_EN.pdf](http://www.europarl.europa.eu/RegData/etudes/IDAN/2015/510024/IPOL_IDA(2015)510024_EN.pdf), pag. 8

²¹<https://www.legifrance.gouv.fr/affichTexte.do?cidTexte=JORFTEXT000026426962>

²²<https://www.legifrance.gouv.fr/affichTexte.do?cidTexte=JORFTEXT000029330832&categorieLien=id>



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The interministerial action plan for women-men equality (Plan d'action interministériel en matière d'égalité hommes-femmes)

It was adopted by the Interministerial Committee on Women's Rights and Gender Equality in November 2012. Since the same year, following the re-establishment of a Women's Rights Ministry, the adoption of a gender-equality action plan by each ministry has become compulsory.

The interministerial action plan for professional equality 2016-2020 (Plan interministériel en faveur de l'égalité professionnelle 2016-2020)²³

This plan provides a comprehensive and cross-cutting vision of the state's professional equality policy and structures the relationships between the various stakeholders to nurture mobilisation and ensure effective action.

Gender' Strategic Orientation Document, 2007 (Document d'Orientation Stratégique "Genre", 2007, DOS)²⁴

This is the most comprehensive strategic document ever produced by public authorities to support gender mainstreaming, although its application is limited to international development policies. It provides an updated definition of gender mainstreaming and related concepts (including gender budgeting) and offers a detailed framing of this approach and its implementation in the field of international development policies.

The Gender and Development Strategy 2013-2017²⁵

Mainstreams gender into all French foreign policy action across funding instruments, development project implementation and bilateral, European and multilateral policy advocacy. It sets specific targets to be met by 2017: stakeholder education and training, research support, promotion of dialogue with civil society, and accountability for official development assistance effectiveness.

Regional level

At the regional level in France there are 26 Regional Delegations for Women's Rights and Gender Equality (Délégations régionales aux droits des femmes et à l'égalité, DRDFEs)²⁶

The DRDFE is in charge of the implementation of gender equality policies at the regional level. They also coordinate regional and local actors. Since 2011, DRDFEs have to adopt/implement a Strategic Regional Action Plan on Gender Equality, following the guidelines provided by the SDFE.

Focus on training

In order to mainstream the current existing legislation on gender equality, several national authorities and organisations are currently carrying gender equality training and competences development.

²³<http://www.familles-enfance-droitsdesfemmes.gouv.fr/wp-content/uploads/2016/10/Plan-interministeriel-en-faveur-de-l%E2%80%99egalite-professionnelle-entre-les-femmes-et-les-hommes-PIEP.pdf>

²⁴<http://eige.europa.eu/gender-mainstreaming/resources/france/document-dorientation-strategique-genre-dos>

²⁵<http://www.diplomatie.gouv.fr/en/photos-publications-and-graphics/publications/article/gender-and-development-strategy>

²⁶<http://www.familles-enfance-droitsdesfemmes.gouv.fr/le-ministere-2/organisation-du-ministere/services-territoriaux/annuaire-des-equipes-regionales-et-departementales/>



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1. The Ministry of Family, Children and Women's Rights delivers training for high ranking public servants and, in March 2013, a working group was established to reflect upon the establishment of a professional framework (référentiel métier) and quality standards in gender training, based upon the findings of QUING (OPERA) and EIGE studies. The Ministry delivers training for gender equality regional delegates in the field of gender equality when staff start their functions, the training institutes offer short introductory courses on gender equality as part of their continuous training. The regional delegates may also organise some training activities at local level.
2. Some training modules are also delivered at the IRAs (Instituts régionaux d'administration) and the IGPDE (l'Institut de la gestion publique et du développement économique).
3. Currently, gender training initiatives in public administrations are mainly provided by NGOs or private consultants. Some of them are:
 - The Observatory of Inequalities (L'Observatoire des inégalités)²⁷ offers contra-cost trainings for Local authorities, enterprises, associations and other institutions which are eligible for continuing vocational training (eg training plan, DIF hours acquired before 2015)
 - National Center for Information on Women's and Family Rights (Le Centre National d'Information sur les Droits des Femmes et des Familles – CNIDFF)²⁸
 - Adequations is a non-profit association, founded in 2003, based in Paris. It intervenes at the regional, national and international levels on the following subjects: sustainable human development, international solidarity, human rights, equality of women and men, cultural diversity and creation.²⁹
 - Gender in Action (Genre en Action)³⁰ : doing online and in person trainings;

²⁷<http://www.inegalites.fr/>

²⁸<http://www.infofemmes.com/v2/p/Formations/Formations-sur-mesure/3063>

²⁹<http://www.adequations.org/spip.php?article2055>

³⁰<http://www.genreenaction.net/-Formations-en-Genre-developpement-.html>



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ITALY

About the development of skills, the Italian legislation is very rich in references, starting with the Italian Constitution³¹ which establishes the principle of equality and the right to education and training.

Among the legislative measures, it is possible to remind, in particular:

- the framework law no. 845/1978 for the promotion of vocational training to ensure the right to work;
- the law n.236/1993, for urgent interventions to support employment that includes measures for vocational training;
- the law no. 53/2000, establishing and regulating the vouchers for training;
- the 196/1997 law, establishing inter-professional funds for continuing education;
- the law no. 276/2003 of the labour market reform which introduced the apprenticeship for the fulfilment of the right and duty of education and training and the apprenticeship for the acquisition of a diploma or advanced training, the regulation of which has subsequently had several changes;
- the legislative decree n.76/2005 on the right/duty to education and training;
- the law no. 12/2012 of the labour market reform, which also includes provisions relating to the recognition of non-formal and informal learning and certification of competences;
- the legislative decree n.13/2013 on the definition of the general rules and the basic level of performance for the identification and validation of non-formal and informal learning and the minimum standards of service for a national competences certification system;
- the agreement in the State/Regions Conference of January 22, 2015 for the national recognition of the regional qualification and related skills;

About the subject of education and gender equality we would like to remember in particular:

- the law n. 62/2000 on school equality and the right to education;
- the law n. 119/2013 for an Action Plan outstanding against sexual and gender violence, also intended to promote adequate training of school teacher against violence and gender discrimination and to promote in schools awareness, information and training of students, to prevent violence against women and gender discrimination, including adequate appreciation of the issue in textbooks;

the law n. 107/2015, so called “La Buona Scuola”, according to which the training offer three years plan have to ensure the implementation of principles of equal opportunities promotion in education of school equality, prevention of gender violence and all forms of discrimination, and to inform and to raise awareness among students, teachers and parents on issues of the law n. 119/2013

³¹ https://www.senato.it/documenti/repository/istituzione/costituzione_inglese.pdf



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FOCUS ON UMBRIA REGION

November 25, 2016, n. 14 - REGIONAL LAW - Norms for gender policies and for new culture of relations between women and men.³²

Publication: Official Bulletin no. 58 S.O. n. 2 of 11.25.2016³³

On November 25th 2016 was approved a law which seeks to highlight the importance of gender equality and to introduce norms and policies on this issue. In fact, the law is based on principles such as:

- supportive cooperation, respect of the environment and ecosystems in order to affirm lifestyles based on a pattern of relations and work, and lifestyle practices respectful of diversities;
- the transversal nature of gender policies in all regional public policies with particular reference to the fields of education, training, labour market, economic activities, welfare and health.

Among the objectives of the law, the Region of Umbria aims at:

- promoting projects for the improvement of gender equality, able to counter stereotypes and prejudice and to promote a conscious and free choice of study careers, jobs and professions for all;
- raising awareness, within the communication and information field, and disseminating the diversity values between women and men, supporting the role of women in the social, professional and political field;

The following are some of the topics mentioned in the law:

1. Policies for a new culture of relations between men and women that comprises issues as:
 - a) WOMEN'S COMPETENCES - The Region establishes the Archive of Skills of Women working or living in Umbria and containing women's curricula with proven scientific, cultural, artistic, professional, economic and political experience;
 - b) SYSTEM ACTIONS FOR THE DISSEMINATION OF CULTURE AND GENDER POLICIES - the law aims at: the literacy of gender diversity culture; the promotion of a culture that encourages relationships, respectful of the difference between women and men, and that enhances the role of women in professional, social and political field also through the institutional website as a form of active participation of male and female citizens. In this regard, it has been established also the Network for Gender Policies aimed at implementing an integrated programme of policies and interventions, and that include the Region of Umbria, local authorities, women's associations, employers' associations, Trade Unions, Parity Councillors. The Network is also a means for the comparison, verification and proposal of good practices;
 - c) LOCAL ACTIONS: The Region promotes forms of consultation and involvement of women, associations, organizations, equal opportunities bodies, female experts, within the urban

³² http://leggi.crumbria.it/mostra_atto.php?id=171015&v=FLSA,TE,IS,VE,RA,MM&m=5

³³ http://www.isfol.it/sistema-documentale/banche-dati/normative/2016/normativa-regionale-2016/legge-regionale-25-novembre-2016-n.-14/UM_Leggen.14del251116.pdf



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planning processes and regeneration of urban areas in order to improve moments of sociability and well-being and to promote individual mobility and autonomy.

2. The law includes also the topic regarding the Regional policies and highlighting issues as:
- a) **EDUCATION:** The Region promotes, in all schools and at all levels, paths for reflection on the difference of being women and men through tools of knowledge and experimentation paths, stimulating for a redefinition of disciplines, textbooks, school and teaching programmes based on enhancement of gender. It also promotes: training for teachers and raising awareness activities among parent, aimed at enhancing gender balance in educational relationships; revisitation of contents, programmes and teaching materials from a gender perspective, emphasizing the presence of both women and men in the world of culture; development of indicators that enable educational institutions to assess and self-evaluate the education and training processes from a gender point of view; activation of guidance paths to counter the educational and professional segregation of girls and boys in collaboration with Parity Councillors;
 - b) **EMPLOYMENT, TRAINING AND BUSINESS:** The Region, as part of the monitoring of the companies' professional needs, identifies and verifies the skills required by the economic system, establishes a catalogue of the most popular works and promotes a corresponding training offer. Furthermore, it programmes and organizes guidance interventions in schools and services for the work in order to improve the knowledge of the labour market and the enterprises professional needs, and access to programmes and the tools for support and employability, paying specific attention to the female population.
 - d) **WORK-LIFE BALANCE AND SHARING:** The Region recognizes that work-life balance between people's private life and work, between working time, relationships, parenting, training, and time itself, improves the quality of life, the relationship between genders and determines a transformation process of the organization of society, families and work. In this regard it promotes training and retraining, in a gender perspective for management, public and private representatives.

The law foresees Policy integration through:

- a) **Technical Group on gender policies:** Established by the Region as a support body in regional planning and coordination, monitoring, audit and evaluation of regional actions in order to achieve gender mainstreaming;
- b) **Gender Evaluation:** The Region adopts an ex ante gender evaluation in all main regional planning proceedings and promotes the assessment of the gender impact in all actions also using data provided by gender statistics;
- c) **Gender statistics:** All statistics provided by Regional offices or carried out under activities funded by the Region must adapt the collection, processing and dissemination of statistical data in terms of gender equality.
- d) **Report on the Status of Women in Umbria:** The region prepares an annual report that documents the economic condition, social and cultural development of the women who live and are resident in Umbria, taking municipalities as basic territorial units of detection and processing of data and analysis. The report provides support for programming of gender policies, and for the evaluation of their impact.



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Gender budgeting: It is approved by the Regional Government and represents a tool for monitoring and assessing the impact of regional policies on men and women. Thanks to gender budgeting, the Region: analyses and evaluates the different impact that budgetary policies produce on women and men; identifies tools and actions for the promotion of equal opportunities between women and men; promotes gender perspective in regional policies, reprogramming and rebalancing spending.



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LITHUANIA

The Constitution of the Republic of Lithuania³⁴ provides the principle of equality for all people and the inherent right to be treated equally with others. Lithuanian Parliament adopted the Republic of Lithuania Law on Equal Opportunities for Women and Men on 1 December 1998. This law came into effect on 1 March 1999. The first Equal Opportunities Ombudsperson (hereinafter – Ombudsperson) was appointed on 20 April 1999. The Office of the Equal Opportunities Ombudsperson (hereinafter – Office) was established on 25 May 1999 by the Parliament of the Republic of Lithuania.

On 1 January 2005, a new Law on Equal Treatment came into force. Ombudsperson's mandate was extended and guaranteed the right to file complaints to the Equal Opportunities Ombudsperson in cases of discrimination on grounds of age, sexual orientation, disability, race, ethnic origin, religion or beliefs. When the Law on Equal Treatment came into force, the Office name changed to the Office of the Equal Opportunities Ombudsperson and the Ombudsperson's job title was changed to the Equal Opportunities Ombudsperson. At present, the Law on Equal Treatment establishes 13 prohibited grounds of discrimination: gender, race, nationality, language, origin, social status, belief, convictions or views, age, sexual orientation, disability, ethnic origin or religion.

The Office of the Equal Opportunities Ombudsperson is a budgetary institution financed from the state budget. Ombudsperson, by proposal from the Speaker of the Seimas, is assigned for a term of five years by secret voting in Parliament. Ombudsperson is accountable to Parliament and is responsible for the enforcement of the Law on Equal Opportunities for Women and Men and the Law on Equal Treatment.

The Office of the Equal Opportunities Ombudsperson investigates complaints, carries out investigations on personal initiative and provides consultations regarding submitted inquiries, performs independent researches, related to discrimination and independent surveys on the discrimination state, releases independent reports, provides conclusions and recommendations on any issue related to discrimination with regard to the implementation of both mentioned laws, also provides proposals to the state institutions of the Republic of Lithuania, as well as municipality institutions and offices on further development of legal acts and priorities of equal opportunities policy implementation, carries out preventive and educational activity, including propagation of equal opportunities assurance. The Office also exchanges the possessed information with institutions of the European Union and international organizations with analogous functions.

Lithuania has made a significant progress in implementing equal opportunities between women and men – the legislation on equal opportunities between men and women on the state level was established and developed. The laws of the Republic of Lithuania stipulate equal opportunities for men and women as general principles and special norms. In 1998 Lithuania adopted the Law on Equal Opportunities between Women and Men and was among the first to do so in Central and Eastern Europe. Article 1 of the Law stipulates that the aim of the law is to ensure the implementation of constitutional rights for women and men. The law also bans any form of

³⁴ <http://www3.lrs.lt/home/Konstitucija/Constitution.htm>



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discrimination with regard to gender. The law establishes general principles for ensuring equal rights between women and men and the areas of application, one of which is science and education.

National Women and Men Equal Opportunity Programmes are being implemented in Lithuania on a regular basis; the last one was approved for 2015 – 2021. It contains support for:

- promoting employment and work opportunities for women and men;
- seeking balanced participation of women and men in decision-making and high-ranking positions;
- improving the efficiency of institutional gender equality mechanisms;
- promoting gender mainstreaming in education and research, culture, healthcare, environmental protection, the national defense and access to justice;
- Implementing EU and international gender equality commitments.

An Action Plan for 2015–2017 (in Lithuanian)³⁵ has been drafted to facilitate the implementation of the programme's goals and objectives.

However, some social partners and non-governmental organizations have criticized the programme's aims for not being ambitious enough.

The programme, prepared by the Ministry for Social Security and Labour (SADM), stipulates that by 2021:

- women should account for 20% of decision-makers and top-grade managers in Lithuania (compared with 19.24% in 2014);
- the gender wage gap should stand at 13.25% (13.3% in 2013);
- women should account for 30% of people managing small- and medium-sized businesses (26% in 2013);
- the share of men with higher education should reach 44% (40% in 2014).

Lithuania is seen as a good practice example in implementing gender equality in Europe. Taking into account the progress in this area, the European Institute for Gender Equality was established in 2007 in Lithuania.

Despite the adopted laws and strategic documents, many economic and social indicators show that the real situation of women and men in Lithuania is very different. Inequality may deepen having in mind the developing processes of economic globalisation which is more favourable to the more flexible and mobile labour force. This makes the situation for women quite complicated, as they are often forced to choose between family and work. Therefore, the situation of women on the labour market is more complicated, the employment is lower, and the level of poverty – higher, education of women and their qualifications are often used inefficiently on the market.

The survey of the Lithuanian academic community, carried on in 2013, demonstrated not satisfying picture in terms of gender discrimination. Firstly, men occupy top managerial positions at Lithuanian universities, when women concentrate on the lowest level administrative support staff positions. Secondly, among academic and research staff women mostly occupy lowest positions. Thirdly, women and men share equally lowest level management positions. Presented results of survey demonstrate essential differences of status between women and men in the Lithuanian academic community which have to be taken into account when shaping the national education and science

³⁵ <https://www.e-tar.lt/portal/lt/legalAct/8d1477a0e1b011e4a4809231b4b55019>



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policy. Considering existing situation, the effectiveness of valid legal regulation and strategically planning must be denied. It raises the need of improvements in this field and necessity of taking strict measures in order to ensure full equality in practice.



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MALTA

The Maltese legislation on gender equality includes several provisions in the Maltese law that address multiple dimensions of gender, in terms of (i) equality between men and women; (ii) fundamental right to gender identity, gender expression and sexual characteristics; (iii) the prohibition of discrimination on the basis of gender and sexual orientation among other criteria of difference.

The Constitution: Article 14 of the Constitution ensures that the State promotes the equal right of men and women to enjoy all economic, social, cultural, civil and political rights and take all measures to eliminate all forms of discrimination between the sexes by any person, organisation or entity. The State will also take greater care to ensure that women workers are accorded equal rights and wages as men. Article 32 also guarantees the fundamental rights and freedoms of individuals irrespective of race, place of origin, public opinions, colour, creed, sex, sexual orientation or gender identity. Article 45 also prohibits the enactment of any law that discriminates against any person based on several factors including sex and gender identity. Nor is any person allowed to treat any person in a discriminatory manner under the provisions of the same Article. (Application: National)³⁶

Employment and Industrial Relations Act (Chapter 452): Article 2 defines ‘discriminatory treatment’ any distinction, exclusion or restriction based on marital status, pregnancy or potential pregnancy and sex, among other criteria. Article 10 allows for maternity and parental leave. Article 26 protects against discriminatory treatment in the advertising opportunities for employment, with regards to conditions of employment or dismissal, in the unfair selection of persons, in the appointment of less qualified staff or the unfair distribution of tasks or working conditions based on gender. Article 29 further prohibits employers from sexually harassing employees or subjecting them to any unwelcome act, request or conduct, including spoken words or gestures, or the production, display or circulation of any material that is considered offensive and humiliating.³⁷ (Application: National)

Equality for Men and Women Act (Chapter 456)³⁸: This Act, last amended in 2015 is the main law on Gender Equality in Malta. A new law that upgrades this Act is still in the pipeline but should be enacted this current year. Article 2 stipulates in detail the kind of actions that are considered discriminatory unless they are justified by objective factors unrelated to sex. The Act encourages positive actions that promote or achieve substantive equality between men and women. Articles 4, and 10 prohibit discrimination in employment, employment adverts, while Article 5 and 9 prohibit any form of sexual harassment and oblige employers to report cases of sexual harassment. Article 8 is of particular interest for this study, since it obliges educational and vocational training institutions to ensure that in their programmes, there is no form of discrimination in terms of access to courses, award for educational support, in the selection and implementation of curricula and in the assessment of skills or knowledge. Such institutions also need to monitor textbooks and curricula not to propagate discrimination, and to suppress any sexual harassment. Article 11 also establishes the National Commission for the Promotion of Equality for Men and Women. (Application: National)

³⁶ <http://www.justiceservices.gov.mt/DownloadDocument.aspx?app=lom&itemid=8566&l=1>

³⁷ <http://www.justiceservices.gov.mt/DownloadDocument.aspx?app=lom&itemid=8918&l=1>

³⁸ <http://www.justiceservices.gov.mt/DownloadDocument.aspx?app=lom&itemid=8922&l=1>



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Civil Unions Act (Chapter 530): This Act, enacted in 2014, grants the right to contract a civil union between persons of the same sex, with the effects of such a union to have the same corresponding effects and consequences in law of civil marriage *mutatis mutandis*. The law further entitles same sex couples to apply to be jointly considered as potential adoptive parents. In February 2017, the Maltese Government announced that in May it would be introducing equality of marriage for persons in a same-sex relationship. In the meantime, the government is also working on presenting a Bill to protect and regulate relationships between cohabitating couples. (Application: National)³⁹

Gender Identity, Gender Expression and Sexual Characteristics Act (Chapter 540): This Act ensures the protection of all persons from any form of discrimination based on their professed gender identity, gender expression or sexual characteristics. It protects vulnerable people from insults, vilification and abuse because of their gender identity or sexual characteristics. Moreover, the right to privacy and data protection is also guaranteed.⁴⁰ (Application: National)

Affirmation of Sexual Orientation, Gender Identity and Gender Expression Act (Chapter 567): This Act makes illegal any attempts by professionals to use conversion therapy or practices that aim to change, repress or eliminate a person's sexual orientation, gender identity and gender expression.⁴¹ (Application: National)

The work of the National Commission for the Promotion of Equality (NCPE)

This Commission will soon become a National Equality Authority in the new Equality Act that will replace the Equality of Men and Women Act this year. It is committed to provide men and women with the skills and awareness on equality issues and this undoubtedly includes training. This includes training on equality issues, such as non-discrimination at the place of work, sexual harassment, balanced participation in familial responsibilities, gender projection in the media, and in other specialised areas where gender is somehow involved. Training is provided to different educational institutions and to companies and parastatal entities and other groups that request it. The NCPE and the Broadcasting Authority provide training for personnel involved in media, advertising employment agencies and so on. Moreover, NCPE coordinates the work of Equality Committees set up in every Ministry and organises sessions with management teams, and projects in local communities to develop a culture of equality and equal opportunities.⁴² (Application: National and Regional)

³⁹ <http://www.justiceservices.gov.mt/DownloadDocument.aspx?app=lom&itemid=12172&l=1>

⁴⁰ <http://www.justiceservices.gov.mt/DownloadDocument.aspx?app=lom&itemid=12312&l=1>

⁴¹ <http://www.justiceservices.gov.mt/DownloadDocument.aspx?app=lom&itemid=12610&l=1>

⁴² http://ec.europa.eu/europeaid/gender-equality-and-womens-rights-empowerment-malta_en



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POLAND

Gender equality policy can be considered as a new phenomenon in Poland. Gender policy was seen as related to the communist regime and therefore, after 1989, it has been put aside to favour a traditional vision of women as mothers and wives and a consequent marginalisation of women in the public sphere as well as the rise of anti-feminist discourses and problems with achieving women's emancipation.

Constitution

The principle of gender equality in Poland was introduced by the Constitution of 1952. Within the same text, it was recognized the right to equal pay and guarantees of state support for working mothers. This principle was then recalled and included by the new Constitution adopted in 1997⁴³, by which Poland assured equal rights for women and men in all spheres of life. In particular, Article 33 of the Constitution states that "men and women shall have equal rights [...] regarding education, employment and promotion, and shall have the right to equal compensation for work of similar value, to social security, to hold office, and to receive public honours and decorations". Additionally, article 18 defines marriage "being a union of a man and a woman" and guarantees the protection of "family, parenthood and motherhood".

International documents

Poland has ratified most of the international law acts (or signed non-binding documents, like declarations) supporting gender equality.

Among them there is:

The Convention on the Elimination of All Forms of Discrimination against **Women (CEDAW)**

The Beijing Declaration and Platform for Action

EU regulations on equal treatment

Internal law to implement EU regulations

The Polish Parliament adopted the **Act on implementation of several EU regulations on equal treatment**⁴⁴ in 2010 and it was signed by the President in December that same year (this was the last stage of the legislative process). The law allows for implementing some EU Directives and in particular:

EU Directives including Directive 2006/54/EC on the implementation of the principle of equal opportunities and equal treatment of men and women in matters of employment and occupation; the Council Directive 2000/78/EC of 27 November 2000 establishing a general framework for equal treatment in employment and occupation.

The act also provides the legal ground for the Plenipotentiary for Equal Treatment, as well as delegates part of the responsibilities for monitoring the principle of equal treatment to the Human Rights Defender.

⁴³ <http://www.sejm.gov.pl/prawo/konst/angielski/kon1.htm>

⁴⁴ <https://www.rpo.gov.pl/en/content/act-3rd-december-2010-implementation-some-regulations-european-union-regarding-equal>



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Structures active

Starting from 2008, the new Plenipotentiary for Equal Treatment⁴⁵ committed to: preparation of policy drafts, monitoring of equal treatment in public institutions and public sphere, interventions, as well as cooperation with non-governmental organisations and social partners with the aim of enhancing equal treatment in different spheres of life.

The Plenipotentiary for Equal Treatment is the main actor responsible for **Act on implementation of several EU regulations on equal treatment** in 2010

National Action Plan for Equal Treatment

The NAP contains the medium-term goals and instruments of the government's policy for equal treatment. The document is in line with the key government-level documents with regard to the labour market, education, human capital development, the policies against violence and the migration policy. This plan refers to the European Strategy for Gender Equality 2010-2015 and to the European Pact for Gender Equality, as well as to the overall EU gender equality policies, and to the Beijing Platform for Action. The document examines the situation with regard to equal opportunities in various policy spheres, and discuss alternative trends in policies and research on equal opportunities, including an emphasis on gender equality.

THE NAP recognizes the areas of intervention in which the plenipotentiary should monitor and promote equal treatment of men and women and these are:

- anti-discrimination policy;
- equal treatment on the labour market and within the social security system;
- counteracting violence, including domestic violence and the protection of persons experiencing violence;
- equal treatment in the education system;
- equal treatment in healthcare;
- equal treatment with regard to the access of goods and services.

However, it should be noted that the Plan referred to the years 2013-2016. Poland lacks any national plan regarding the issues mentioned at the moment.

In 2001 the institution of Government Plenipotentiary for the Equal Status of Women and Men was created. It changed its name for Government Plenipotentiary for Equal Treatment in 2008. The main activities of the Plenipotentiary in the area of interest were: monitoring, organization of awareness raising campaigns, promotion of gender equality and counteracting gender stereotypes, dissemination of information on the legal provisions, delivering and issuing opinions on legal acts and drafts, as well as on the government's reforms that might impact gender relations. Further, according to the NAP, the Plenipotentiary's office should also engage in research on gender equality. In addition, the office shall also prepare the methodology for calculating the gender pay gap,

⁴⁵ In 2001 the Prime Minister established the Government Plenipotentiary for the Equal Status of Women and Men. Having the main aim to monitor gender equality in different spheres of life, reflecting and referring to the idea of "gender mainstreaming".



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conduct research among migrant men and women on the Polish labour market and the analysis of the family and guardianship law.

However, since January 8th 2016 the name of the office has changed once more into the Government Plenipotentiary for Civil Society and Equal Treatment.

The following activities fall within its competence: preparation of the National Programme of the Civil Society Development, monitoring its implementation, coordination and monitoring of the cooperation between government's administration and civil society organizations, implementation of government policies on the principle of equal treatment.

However, in practice, gender equality is not among the Plenipotentiary's priorities at the moment.

Legislation on training

According to EIGE Gender training in Poland is not centrally coordinated. The main institutions involved in this area are the Ministry of Labour and Social Policy, the Ministry of Education, the Office of Government's Plenipotentiary for Equal Treatment, and the Ministry of Regional Development. Training programmes for public administrations are usually carried out by external trainers.

Further sources

<http://eige.europa.eu/gender-mainstreaming/tools-methods/gear/legislative-policy-backgrounds/poland>

<http://www.genderindex.org/country/poland>

http://www.geq.socjologia.uj.edu.pl/documents/32447484/80907944/WP2.2Warat_gender_equality_in_Poland.pdf

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<http://eige.europa.eu/rdc/eige-publications/poland-gender-equality-index-2015>



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SPAIN

Spain has made progress in gender policies, moving from a latecomer in gender equality policies, to being one of the European pioneers in the promotion of gender equality.

Between 2004 and 2010, Gender equality became a priority on the governmental agenda, in this respect, some important laws have been approved, i.e.: the Law 1/2004 against gender violence, the reform of the Civil Code which allows same-sex marriage (Law 13/2005), the 'Dependency law' promoting public care for dependent people (Law 39/2006), the 'Equality law' on gender equality in employment and other areas and gender mainstreaming (3/2007)⁴⁶, and the Law 2/2010 on the extension of rights to sexual and reproductive health.

Nevertheless, the years 2009-2016 showed a general deterioration of Spanish gender equality law and social policies and the lack of incorporation of gender mainstreaming into policymaking. In particular, austerity politics mainly due to the crisis had a negative impact on gender equality policies and institutions, promoting budget cuts and institutional restructuring.

Constitution⁴⁶

Art. 14 of the constitution individuates a general prohibition of discrimination on grounds of sex. This article establishes, first, the principle of equality before the law and, second, a general principle of non-discrimination on the grounds of birth, race, sex, religion, opinion, and any other personal or social condition or circumstance.

Furthermore, Article 35 of the Spanish Constitution expressly refers to the right to equal salary without discrimination on the grounds of sex.

LEY ORGÁNICA 3/2007, de 22 de marzo, para la igualdad efectiva de mujeres y hombres⁴⁷ :

The Organic Law of Effective Equality responds to a very definite political impulse: to make effective the equality of women and men that the Spanish Constitution proclaims, and this impulse is the one that gives coherence to a legal text that contains very diverse dispositions, of different nature and With a very disparate effectiveness. This law reflects an excessive voluntarism, whose implementation will depend on the initiative of the public authorities and their sensitivity to the discrimination suffered by women. Even some of its measures have a long history, such as those that try to influence the formation of thinking and the construction of citizenship with parameters of equality. Likewise, the exercise of the rights recognized in the same will depend on the degree of real freedom that their owners have or their mentality, especially those that are arranged for the involvement of men in family responsibilities. However, it cannot be denied that the obligations imposed on public and private actors, as well as the limitations that are established to guarantee equal treatment between women and men, are effective. Paternity leave is a good start to change behavioral habits that make women bear the burden of responsibility with the family. The balanced presence of genders in decision-making areas that affect society allows at least the public display of a group that has been far from power. Despite their technical imperfections and weaknesses, there is no denying that there has been a qualitative leap of great importance for the effective equality of women and men.

⁴⁶ https://www.boe.es/diario_boe/txt.php?id=BOE-A-1978-31229

⁴⁷ <https://www.boe.es/boe/dias/2007/03/23/pdfs/A12611-12645.pdf>



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Gender equality plans

Policy plans have been the main policy instrument for implementing gender equality policies in Spain. Plans are soft instruments for mainstreaming gender into different policy sectors. They are regulated by law 3/2007 and include measures and goals that different governmental departments, and sometimes also civil society organizations, need to implement during a specific period of time.

The Strategic plan for equal opportunities 2008-2011 was based on principles of equality and non-discrimination and includes measures referred to 12 priority areas such as socio-political and economic participation, co-responsibility in family and work tasks, education, knowledge, health, attention to diversity and social inclusion, violence, development, media, and protection of the right to equality

The Strategic plan for equal opportunities 2014-2016⁴⁸ most of its budget in devoted to the promotion of women's employment and measure to facilitate the compatibility between work and family responsibilities. The three main strategic objectives of the plan are: 1) the promotion of female employment and fight against wage discrimination; 2) the support of measures to reconcile family and work responsibilities; and 3) the eradication of violence against women.

The plan explicitly recognizes trainings as instruments for integrating the principle of equality in government policies and actions. In particular, the measures proposed are the following:

- "Generalised incorporation of training in equal opportunities between women and men and in the prevention of gender-based violence in the initial and continuous training of the General State Administration.
- Instruments for integrating the principle
- Awareness and training in matters related to equal opportunities between women and men and the prevention of gender-based violence, for society in general and professionals in different spheres: employment, social services, business organizations and in the legal context."

Structures at national level

The Instituto de la Mujer (Woman's institute)⁴⁹ was created in 1983. In 2004 within the Ministry of Employment and Social Affairs, the Equality Policies General Secretariat was created, and a higher rank Ministry of Equality was established in 2008.

The ministry was suppressed in October 2010 as part of the anti-crisis budgetary cuts, and transformed into a State Secretariat for Equality within the Ministry of Health, Social Policy, and Equality. In 2011, the Woman's Institute became part of the new Ministry of Health, Social Services, and Equality. In the new ministerial structure established in 2011, the former State Secretariat for Equality was eliminated and a new State Secretariat for Social Services and Equality has been created, with competence to prevent and eliminate discrimination in the six grounds that EU directives prescribe (sex, ethnicity, religion or belief, sexual orientation, age, and disability).

⁴⁸ <http://www.inmujer.gob.es/actualidad/PEIO/docs/PEIO2014-2016Ingles.pdf>

⁴⁹ <http://www.inmujer.gob.es/>



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Other specific structures that contribute to implementing gender mainstreaming are the Interdepartmental Commission for Equality (with representatives from all ministries), and the gender units attached to each ministry, which are devoted to developing key methods such as gender impact assessment and gender statistics.

Structures at the autonomous level

All 17 autonomous communities have established at least one central structure responsible for gender policies. Two types of structures have been set up at this level: autonomous agencies and departments. Ten communities have autonomous agencies analogous to the Women's Institute at the national level. These are institutionalized by law and have their own budget and staff, and similar goals and tasks. Seven regions have established specific departments in charge of gender-equality policies.

Spanish autonomous communities are also provided with interdepartmental commissions and gender units with gender-mainstreaming responsibilities. Gender units covering the whole territorial administration have been created for some communities, while seven communities have opted to create a gender unit for each of the territorial ministries. The former have the responsibility to develop guidelines and materials, deliver gender training and advise on how to implement gender mainstreaming; the latter conduct similar tasks to the national level units such as collecting sex-disaggregated statistics, drafting gender impact assessments, promoting gender training, etc.



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- www.parlamento.it
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Poland

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TRAINING COMPARATIVE ANALYSIS

Concerning the comparative analysis of the existing training courses, is based on the analysis already carried out in the surveys and reports by EIGE – European Institute for Gender Equality, Eurostat and the partners National Statistical bodies, Eurofound, the Council of Europe (CoE) and the Fundamental Rights Agency (FRA).

Furthermore DIESIS, with the collaboration of all the partnership, has implemented a more specific collection of trainings and related analysis using the country-based or national languages materials provided. A summary report in English language will be produced and will contain the results of this activity that are considered most relevant for the obtainment of the project objectives.

The partnership collected in total 76 training offers (12 EU, 9 BL, 18 IT, 2 LT, 2 ML, 8 PL, 10 ES, 15 FR) existing within the partnership countries and at European and International level focussing on gender equality.

At **European and International level** the offers of trainings on gender equality is variegated in terms of providers (VET providers, NGOs, schools, research centre). The majority of TC gives are non-degree certificate and only 2 among the offers analysed give a professional qualification. The duration varies from few days to one year.

The main objectives of the trainings are: the understanding of stereotypes mechanisms, their consequences and raising awareness about them; to analyse the ways to mainstream gender; to understand some tools to promote gender equality policies; to improve gender equality at the work place.

At the international level the target is human resources managers, GUI and staff working in the non-profit sector.

The TCs are given in English and 7 out of 12 courses are residential, while 3 of them are e-learning based and 2 are blended.

As for contents of the course, the most recurrent are: definition of gender mainstreaming and identification of tools to promote it; understanding concepts (such as gender, development and violence); gender analysis; framework of international and European policies for promoting gender equality; evolution of gender equality.

In **Bulgaria**, the offer of training courses on gender equality id mainly provided by NGOs and training centres in particular, according to the tables received, they are given by Centre of Women's Studies and Policies and Bulgarian Fund for Women (BFW). Certificates are non-degree and the duration is from of few days maximum. Courses are more related to women's participation in politics.

The main objectives of the course are: enhancing skills and raising awareness regarding women in politics; promoting capacity building for public administrations, municipalities, political parties and companies.

The main target group is made of students, political leaders, GUI. Almost all of the courses are residential and given in Bulgarian.



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The main contents of the trainings are: legal framework on gender equality; theory of gender mainstreaming; tools and instruments for promoting gender mainstreaming; understanding the impact of gender equality policies; understanding concepts related to gender equality (sex and gender, Gender roles, stereotypes).

In **France** the existing training courses are taught in the national language. The offers are varied but the majority of courses are given by an NGO named Adéquations.

As for certificates, the most common are professional qualification and postgraduate certificate. The duration is from few hours to 2 or 3 days.

The main objectives are: understanding framework and concepts related to gender equality; attention to competences development; development of competences for professional practices.

The target group is made of HR, GUI, COOUBC Vet ALT and large public. The majority of courses is residential.

The main contents of the trainings are: understanding stereotypes; approach to the notion of gender; professional equality; understanding legislation; mechanism to gender equality construction; tools for promoting gender equality; tools for gender mainstreaming and gender budgeting.

In **Italy** the majority of training course on gender equality are led by universities, followed by consulting companies. As for the duration the offers vary a lot from few days to 2 years. The majority of courses foresee a non-degree certificate or no certificate at all.

As for the target group, it is mainly composed of HR managers, vet, managing directors and students. 16 courses out of 17 are residential and in Italian, while just one foresees a blended methodology.

The main objectives of the courses are: empowerment of women; knowing legislation on anti-discrimination; promoting participation in political life; promoting a gender equality culture; breaking stereotypes.

The most recurrent modules are: gender and equal opportunities; differences and equality policies in education; acquiring operational tools to fight discrimination; legislative framework; understanding stereotypes and their implications.

Concerning the **Lithuanian** situation, only two offers which are too few compare to the legislation. The topic has been introduced by the institutions but it is not treated separately yet. The target group is made of civil servants and the course are one blended and one residential.

Respect to the advanced legislation, in **Malta** only 2 offers have been found. Courses promoted by the national commission for the promotion of equality and from the national council of women of Malta and jobs plus in the past were one off and there are no info about them.

The two courses are in English, and given by universities. They last for three semesters, are residential and part of university path (bachelor or master course).



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The objectives of the courses are: Epistemologies in Gender Studies, Research Methods in Gender Studies, Gender Based Violence, Gender and Culture and Gender and Social Justice.

The offer in **Spain** is the most diversified in terms of certification possibilities. 2 diplomas, 3 professional qualification, 4 post graduate courses. The official languages are the Spanish/ castellan and Catalan.

Very active in this sense is the *Instituto de la mujer y para la igualdad de oportunidades* which is a Vet provider and also universities are very active in the field. Duration, like in Italy, is from few hours to two years.

An interesting peculiarity in Spain is the existence of *Agente de Igualdad* as professional figure having the task to fulfil the national and international political commitments on equality.

As for the objectives: train expert staff in the prevention of domestic violence and train research experts in feminist studies. The target is mainly GUI, staff from the public sector and students.

Compared to the other countries, Spain has a more variegated offer in terms of course delivering modalities, offering both residential solutions and e learning possibilities.

The contents of the course are: legislative and legal framework of equality policies; intervention strategies; gender mainstreaming (understanding) and gender mainstreaming tools for public administrations; concepts related to gender equality; identification of gender inequalities in our society.

More a specific one: related to train the professional figure of equality agent.

Regarding the training offers in **Poland**, even if the legislative framework is quite new, the civil society and the NGOs have started the awareness process few years ago. Currently NGOs are still the main organisation to lead training courses on the gender issues, based on the 8 trainings analysed 5 are NGOs, 2 educational institutions (universities) and 1 is a company. The official language is always polish and most of them are delivered as residential sessions. Just 1 training includes also online activities.

Concerning the number of hours it is possible to have single sessions delivered in 90 minutes (especially those at school level) or long training of 240 hours. However most of the ones analysed were about 8 hours (5). The target is mainly made up of guidance experts, school teachers, HR managers but also migrant women, public administration workers and students.

In general the level of qualification is quite high: post graduated certificate (5), master degree (1), professional qualification (2).

The objectives may be quite different starting from the target however the empowerment and rising awareness about gender discrimination and violence, learning about stereotypes and build competent life strategies and solutions are the most delivered. It is also interesting make a special focus on the training objective addressed to HR manager. In this case we also : Identifying the company's benefits deriving from diversity management; Raise awareness about the benefits deriving from work life balance solutions; Anti-discrimination standards; Raise awareness about the implementation of the Labour Code in a reference to gender equality; Implementation of gender equality solutions within the companies and Work-life balance.



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In general, few information about trainers and materials were available as well as few online platforms. The only materials were manuals, video, quizzes.

The majority of courses is residential with a limited offer of e-learning. Spain is the one providing most of them. Courses are given in the national languages. Certificates: most of them are non-degree. The only offers for professional qualification is in France and Spain as well as a postgraduate diploma.

ANALYSIS

From the analysis of 74 training courses selected in the project countries, 14 main topics were underlined. However not all the themes are always included in the trainings. In order to have a clearer overview a grid has been realised. In the last column it is possible to find the number of the page related to the specific training course to facilitate the consultation.

The main contents are:

1. Gender identity (17/74)
2. Definition of the main concepts (31/74)
3. Gender mainstreaming (31/74)
4. Breaking stereotypes (32/74)
5. Legislative framework and policies (23/74)
6. Gender History (6/74)
7. Gender violence (20/74)
8. Education system (11/74)
9. Gender impact (3/74)
10. Workplace issues and strategy (16/74)
11. Engaging men (4/74)
12. Women empowerment (7/74)
13. Public Actors' involvement (15/74)
14. Communication and media (9/74)

From the contents analysis is clearly missing all the **orientation and selection process** that should support young people in the **transition from school to work**. Most of the trainings are focused on the definition of concepts about gender, the legislation framework as well as the gender mainstreaming but always remaining at a theoretical level. In few occasion they are related to the local context but for the majority those themes are developed at **European/International level**. The topics **less developed** are related to the workplace issues and the strategy to solve them but also the empowerment of women (even less when related to the political sphere) and the men engagement in the resolution process of the issue.

11 training of 66 are online, 5 training are blended. Most of them are in Spain (5) or at European level(6).



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Since most of the training are residential wasn't possible to consult the pedagogical materials. However from the sheets provided by the partners it was possible to analyse the main objectives, the target groups and the main contents related to the relevant to "GET UP" areas of interest:

1. No discrimination;
2. Gender differences valorisation;
3. Transversal competences (data analysis and disaggregated statistics to support decisional management).

Using those criteria DIESIS selected 9 training course that may be an important source form the definition of the European Minimum standard of Competences on Gender Equality:

France:

- Youth facing inequalities, *The Observatory of Inequalities*. This training aims to support the transition from school to work providing an overview of the inequality faced by young people in school in terms of employment, training, income, housing etc.
- Human resource and organisational management in the civil service, *National School of Administration (ENA)*. Addressed to HR a, heads of human resources, seniors managers from public and private sector related to the administration, this training aims to emphasize the role of managers in terms of motivation, communication, conflict management and negotiation.
- Gender: concept and approches, *L'Agence universitaire de la Francophonie (AUF)*. This e-learning training offers several materials (videos, forums, virtual classes etc.). A part of the first modules about the definition of gender, the training aims to give knowledge and tools to effectively promote gender equality in higher education institutions.

Bulgaria:

- Equal at School - Equal in Life, *Centre of Women's Studies and Policies*. The e-learning training is address to high school teachers and students. The training aims to eliminate the gender stereotypes among students and provide educators with practical tools to be used in the classroom.

Spain:

- Design and implementation of plans and measures of Equality in companies, *Instituto de la mujer y para la igualdad de oportunidades*. The training is available online. The main objective is to provide companies with tools to promote equal opportunities for women and men in the workplaces. One of the main modules is about "equality on corporate social responsibility of companies".
- Master in Equality and Gender. Training of Equality Agents. *UNED - Diploma of specialization*. The training aims to involve guidance experts and operators allowing them to acquire the necessary knowledge to be formed as an agent of equality and therefore to address the various aspect related to equality and the prohibition of discrimination. The training is quite interesting also for the contents related to the *Gender Impact Assessment* and the related practical guide.



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Italy:

- Master in Diversity Management e Gender Equality, *Giacomo Brodolini Foundation*. Addressed to HR managers, school teachers and trainers, it aims to increase the knowledge of participants about anti-discrimination norms, diversity management approach and valorisation of gender diversity on workplace.
- Breaking Stereotypes: increasing innovation, improving team dynamics, enhancing existing resources, *Maternity As A Master*. The training aims to work on breaking stereotypes on workplace encouraging individual potential beyond the natural diversity (age, sex, educational and functional background) to activate new innovative mechanism of work.
- Smart working, *Scuola Nazionale dell'Amministrazione (SNA)*. The concept of chance is well developed all over the training. The main objective is to raise awareness among the management and the staff about the added value of the flexible work giving some practical solutions and tools for a better work-life balance.



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Country	Name of the Institution and Training	Gender identity	Definition of the main concepts	Gender mainstreaming	Breaking stereotypes	Legislative framework and policies	History	Gender violence	Education system	Gender impact	Workplace issues and strategy	Engaging men	Women empowerment	Public Actors' involvement	Communication and media	PAGE
INT	The global human rights education and training centre (HREA) - Gender mainstreaming (gender equality-advanced course)															
INT	UN Women training centre - Certified professional development programme for gender trainers															
INT	Human Rights and Justice Group International - Online Certificate Course in Gender-based Violence Training															
INT	OQ Consulting - Gender mainstreaming in policies, projects and programmes															
INT	The global human rights education and training centre (HREA) - Gender and human rights (foundation course)															
INT	Utrecht summer school - Human rights and gender															
INT	UNU - Postgraduate Diploma in International Gender Equality Studies															
INT	International centre for parliamentary studies - Professional certificate in Strategic gender equity planning															
INT	INTRACT for civil society – Gender analysis and planning															
Country	Name of the Institution and Training	Gender identity	Gender concepts	Gender mainstreaming	Stereotypes	Legislative overview	History	Gender violence	Education system	Gender impact	Workplace issues	Engaging men	Women empowerment	Public Actors' involvement	Communication and media	PAGE



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INT	European Transport Workers' Federation (ETF) - Gender Training Package															
BG	Centre of Women's Studies and Policies - Equal at School - Equal in Life															
BG	Centre of Women's Studies and Policies - Advancing of Women' Political Participation in Bulgaria															
BG	Centre of Women's Studies and Policies - Mainstreaming gender in national programs and policies															
BG	Centre of Women's Studies and Policies - Raising the gender awareness and the capacity of municipalities to mainstream gender in their work															
BG	Bulgarian Fund for Women (BFW) - Creating a sustainable mechanism for home violence prevention															
BG	Gender Project for Bulgarian Foundation – Zero GPG - Gender e-quality: Innovative tool and awareness raising on GPG															
BG	Gender Project for Bulgarian Foundation - Gender Education Programme															
Country	Name of the Institution and Training	Gender identity	Gender concepts	Gender mainstreaming	Stereotypes	Legislative overview	History	Gender violence	Education system	Gender impact	Workplace issues	Engaging men	Women empowerment	Public Actors' involvement	Communication and media	PAGE
BG	Gender Project for Bulgarian Foundation - Gender and Media within Gender Education Programme															



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FR	Center for Information on Women's and Family Rights - Diversity, Gender, Equality															
FR	National Center for Information on Women's and Family Rights - Equality women/men															
FR	The Observatory of Inequalities - Understand inequalities															
FR	The Observatory of Inequalities - Observing territorial inequalities															
FR	The Observatory of Inequalities - Youth facing inequalities															
FR	Université Rennes 2 - Interuniversity Diploma in Gender Studies															
FR	National School of Administration (ENA) - Human resource and organisational management in the civil service															
FR	Université Paris 1 Sorbonne - Gender studies															
Country	Name of the Institution and Training	Gender identity	Gender concepts	Gender mainstreaming	Stereotypes	Legislative overview	History	Gender violence	Education system	Gender impact	Workplace issues	Engaging men	Women empowerment	Public Actors' involvement	Communication and media	PAGE
FR	L'Agence universitaire de la Francophonie (AUF) - Gender: concept and approaches															



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FR	Adéquations - What is gender? What is gender equality?															
FR	Adéquations - Taking masculinities into account and men's participation in equality															
FR	Adéquations - Identify stereotypes and provide non-sexist education from an early age															
FR	Adéquations - Implementing the International Convention on the Rights of the Child based on the gender approach															
FR	Adéquations - Integrating equality into professional coaching practices for counselling and coaching towards employment															
FR	Adéquations - Gender equality and gender equality in public policy															
IT	UIL - Gender Equality Training															
IT	GenDiv - Collaborative Learning for Gender Diversity in Decision making Positions															
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IT	Bocconi University - Gender and Family Policies															



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IT	Giacomo Brodolini Foundation - Master in Diversity Management e Gender Equality															
IT	Luiss School - Diversity Management															
IT	Interdisciplinary Observatory for Gender and Equal Opportunities Studies - Course on equal opportunities policies, female leadership and diversity management															
IT	University of Trento - Training course on gender and differences education															
IT	University of Ferrara - Pluralism, Diversity and Identity : a multi-disciplinary approach to knowledge															
IT	University of Ferrara - Women, Politics and Education															
IT	University of Milan - Course on Equal Opportunities and discrimination															
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IT	University of Padua - The role of CUG (Central Guarantee Committees for equal opportunities) in the Italian Universities															



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IT	Maternity As A Master - Breaking Stereotypes: increasing innovation, improving team dynamics, enhancing existing resources															
IT	Maternity As A Master - From the family to the workplace: enhanced productivity, better focus, more skills for listening and relating to others															
IT	Maternity As A Master - The new generative leadership: forming leaders who can help others grow															
IT	Scuola Nazionale dell'Amministrazione (SNA) - Smart working															
IT	Valore D - In the Boardroom															
IT	Valore D - Personal Impact															
IT	International Training Centre (ILO) - Including diversity and preventing discrimination															
IT	International Training Centre (ILO) - Gender and organizational change															
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LI	Women's issues information centre - Generation Y for non-violent relations															



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LI	Lithuanian Institute of public administration - Ensuring equal opportunities															
MT	University of Malta - Master of Gender, Society and Culture															
MT	University of Malta - Master of Gender Studies															
PL	The Nicolaus Copernicus University in Toruń (NCU) - Anti-discrimination workshop: gender and media															
PL	Feminoteka Foundation - Draw the line: training and empowering immigrant women to prevent sexual violence and harassment															
PL	Campaign Against Homophobia - Workshop for teachers and parents – Sexual harassment															
PL	PONTON - Sexual education in schools															
PL	Factory of Good Practices - Diversity management															
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PL	The Anti-discrimination Education Association (TEA) – workshop on antidiscrimination practices															



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PL	Autonomy Foundation (Fundacja Autonomia) - Nobody is Born with Prejudice															
PL	Towards the Girls" Association - Women's position in history.															
ES	Instituto de la mujer y para la igualdad de oportunidades - Design and implementation of plans and measures of Equality in companies															
ES	Instituto de la Mujer y para la Igualdad de Oportunidades - equality between women and men as a social value															
ES	Instituto de la Mujer y para la Igualdad de Oportunidades - Prevention of gender violence															
ES	Universidad de Alicante - Educating on gender equality: resources in the classroom															
ES	Fundacion Universidad de la Rioja - Diploma of Specialization in Agent of Equal Opportunities of Women and Men															
ES	Universitat Autònoma de Barcelona - Postgraduate in Gender and Equality															
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ES	Universitat Jaume - Master's degree in equality and gender in the public and private spheres															



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ES	Universidad de La Laguna. Escuela de Doctorado y Estudios de Posgrado - Master's Degree in Gender Studies and Equality Policies															
ES	ISOEDU - gender and equal opportunities															
ES	UNED - Diploma of specialization. Diploma of expert. master in Equality and Gender. Training of Equality Agents															



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